

Australian Psychological Society College of Organisational Psychologists Annual General Meeting 20 Nov 2024

Meeting Minutes and Slide Presentation

AGM MEETING MINUTES

College of Organisational Psychologists Annual General Meeting

20 Nov 2024 6.30pm – 8.00pm AEST

Virtual Meeting

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
Attendees	Appendix A – list of attendees		
1. Welcome	The meeting was opened by the National Chair of the College of Organisational Psychologists, Hayden Fricke with an acknowledgement of country and all the lands on which people were attending from tonight.		
2. Apologies	Apologies were received from: Matthew Neale Heather Ikin		Chair – Hayden Fricke
3. Confirmation of Minutes of previous AGM	The minutes of the previous meeting (18 July 2023) were confirmed by Angela Haydon and seconded by Vicki Kavadas.	No business arising	Chair
4. Reports from Office Bearers	See also Appendix B: AGM SLIDE PRESENTATION to accompany the minutes below.		
	Chair Report: <i>Update from APS AGM 19 Nov 2024</i>		Hayden Fricke

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p>Welcome Dr Sara Quinn as the new President of the APS and Kathryn Kallady from the College of Educational and Developmental Psychology as the new APS Board member representing Colleges (non-clinical). Congratulations will be extended to our new leaders and we look forward to building strong and productive relationships going forward.</p> <p>Highlights of 2023-2024</p> <p>There has been a significant team effort across the year and the following are the highlights with more detail to follow from the portfolio leads in their reports.</p> <p><i>Endorsement Supervision Support Program (OPEGS)</i> Commencing in South Australia, this program is now rolling out across other States. The future of the profession depends on having good supervisors to assist new graduates. The program is making great improvements in the pathway to endorsing more Org Psychs. Thank you to Angela Haydon who has been leading this under our Sustainability portfolio.</p> <p><i>Member of Big Tent International Alliance of OP Societies</i> COP has moved to being a registered member of the Alliance in the past year. This membership is helping us have a global presence and be part of the wider community of organisational psychologists throughout the world. Thanks are extended to the significant efforts from Peter McQueen over many years and also our secretary Georgena Watt for their work in achieving this outcome.</p> <p><i>Inaugural COP National Workforce Survey</i> The inaugural NW Survey was completed and launched earlier this year. Phil Slade will lead the staging of the next survey under our COP Partnerships portfolio. This project has been a significant Branding and awareness exercise for Organisational Psychology and as we refine each version, we expect to see more engagement and recognition of our brand and the value Organisational Psychology (OP) can offer organisations and communities.</p>		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p><i>Continuing Professional Development CPD</i> Ongoing CPD has been initiated by the College throughout the year. Continuing combination of online national events and in-person State events as we re-engage our communities post Covid. More details later and ably led by Drs Warwick Graco and Tracy Martin under the CPD portfolio.</p> <p><i>Growing social media presence</i> We can do fantastic things but much more useful when others know about it. A lot of effort has been focused on improving this area of our work. Significant thank you to Matt Saxinger who has taken on the Communication portfolio over the past year and embraced the latest available channels of communication.</p> <p><i>Elton Mayo Award and the Student and Early Career Awards</i> Congratulations to Dr Gavin Didsbury on his recognition with the Elton Mayo Award and to all the student and early career award recipients for their contribution and achievements to our organisational psychology profession. See the attached Appendix B of all Award recipients announced at the recent conference in Perth.</p> <p><i>IOP Conference 2024 – Perth</i> The Conference was a sensational success. Message from the Conference Co-chairs Liz Pritchard and Patrick Dunlop: <i>“We, the Conference Co-Chairs, Liz Pritchard and Pat Dunlop, are unfortunately unable to attend the AGM but we wished to share these reflections on the IOP Conference.</i></p>		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p><i>It was clear from the informal feedback we have received and from some of the formal feedback collected and shared by the APS that the conference should be considered a huge success overall. We were set a target of 300 delegates, and in all, we had 393 people attend the conference. The 393 includes 34 non-paying attendees, namely APS staff, keynote speakers, student volunteers, visitors, sponsors, and the organising committee members. Still, the paying total of 359 well exceeded expectations, and we also learned that 61 individuals have paid for access to the digital content. This, by the way, was in a context of a location that is considered a long way to travel for most, and in a year where there had already been two IO-related conferences, namely the Centre for Transformative Work Design in February also at the Westin Perth, and the Psych Health and Safety Conference. We also wished to note that two-thirds of the delegates had travelled from interstate or overseas to attend; it was not simply a 'WA conference for WA people'.</i></p> <p><i>There are many positive stories and key learnings to share, and we will put them into a report once all the final pieces of information are shared with us. Those final pieces include the financial results of the conference and the results of the APS feedback survey. For now, we wish to highlight the keynote presentations, which were extremely well received. People especially liked the balance between presentations from academia (and the mix of relevant topics) and the two presentations from Sophie Howe (organised by Georgena Watt) and John Whittle (organised by Hayden Fricke) that encouraged delegates to look well outside the bounds of IO Psychology at the wider context in which IO Psychologists operate. The keynote panel involving organisational leaders (organised by Liz and Georgena with contributions from Tracy Martin) and how IO Psychology can contribute at the highest levels was also highly regarded.</i></p> <p><i>We look forward to sharing a detailed reflections report with the National Committee in the coming months. We are also happy to take questions on notice from the membership."</i></p> <p>COP Membership Data : (See more detail in Appendix C – Slide Pack)</p> <ul style="list-style-type: none"> • 1086 Members (Nov 2024) 		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<ul style="list-style-type: none"> • Increase of 122 from last year AGM at 964 at July 2023. <p>With an overall reduction in the APS members, the College has, by contrast, increased numbers across most grades during the period.</p> <p>The key focus going forward is to improve retention with students and particularly when they graduate. Focus will be on costs as one of the factors affecting retention.</p>		
	<p>Treasurer Report - Vicki Kavadas (See Appendix C for accompanying 2 slides).</p> <p>Context: APS Funding model changed as of 1 July 2024 which substantially changed the opening balance.</p> <p>The 2024 approach was an interim approach to utilise funds within the year and eliminate large carry over funding balances across all of the member groups within the APS. The model was also about alignment of plans with funding - using an approved COP activity plan to forecast activities for the year.</p> <p>Whilst the approach was different, it didn't change what we were able to deliver – a key benefit. It brought all the States and National under one umbrella in the interim.</p> <p>Income:</p>		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p>Workshop Income: 2024 – decreased from last year due to the change in funding model with funding listed under State organising committees. (See Financial Report Slide 2)</p> <p>Made up of: remaining income from the Team Effectiveness in the World of Work (held in the 2023-2024 year); and the launch event for the National Survey. Income from other F2F events was devolved to State balances. No conference income in the last financial year due to the biennial schedule.</p> <p>Expenses: Overall less than 2023</p> <p>Awards: Timing of the awards was moved to the next financial year due to the Oct dates of the 2024 Conference.</p> <p>Workshop Expenses: Nil in the period</p> <p>Special Projects: Costs associated with the Inaugural Workforce Survey – including research, data collection, reporting.</p> <p>Committee Expenses: Mainly related to the annual National Committee Strategy Planning Day, held in Melbourne, and a requirement for committee members to attend as part of their role and work on the committee.</p> <p>Wages /Overheads – Internal APS</p> <p>Related to the costs of APS internal staff working and preparing for the IOP Conference for Perth.</p>		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p>There is a further change proposed to the model which is currently being reviewed and will allow some funds to be carried over. It will be a blend of the old and new models – more details to follow in 2025.</p> <p>In conclusion, COP navigated the new funding model to continue to deliver value to all of our members. COP National, as an entity, served as a central hub focusing on delivering larger projects (eg Workforce Survey), whilst State committees and teams focused on delivering key face to face events and CPD across the country and collaborated with COP National to create online events for members across Australia.</p> <p>In sum, regardless of the APS funding model changes, the COP Committee as a whole, will continue to deliver value to members.</p>		
Progress and Update on COP 2022-2025 Strategic Plan and roadmap	<p>Chair Elect – Hayden Fricke</p> <p>Recap on Purpose: Together we transform the world of work by enabling an engaged and influential profession. IOP Conference used the words: <i>Transforming the world of work</i> to reinforce this message.</p> <p>Recap on Vision: Be the leading voice on thriving, mentally healthy people and workplaces.</p> <p>This is where we are heading. Lots of work being done to get up closer to achieving these goals – but we are not there yet.</p>		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p>The National Committee met prior to the IOP Conference (23 Oct) in Perth to review the 2022-2025 Strategic Plan, update any changes needed and set our goals and plans for the next 12 months. As a living document, the intention is for the plan to be responsive to the context of OP.</p> <p>The following reports from the Key Focus Areas (KFA) Leads will provide an update from the past 12 months and current plans for going forward. See also Appendix C - accompanying Slide Pack</p>		
	<p>Key Focus Area - Capability Lead/s: Dr Warwick Graco & Dr Tracy Martin, Qld State Chair</p> <p><i>Purpose: To deliver Continuous Professional Development activities consistent with COP Strategic Priorities</i></p> <p>The Capability group is made up of State Chairs and together we discuss the CPD planning and events schedule. Core topics that have emerged have included: Hybrid work, Neurodiversity, Safety, Human Factors, psychosocial legislation. At the State level a big emphasis has been to rebuild the face-to-face connection and community. There is also a focus on CPD hybrid events, esp in Qld, to include regional members and keep</p> <p>Suggestions welcome for future topics.</p> <p>Two Specific Initiatives are also underway:</p>		Tracy Martin

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p>1. Learning Resources Project</p> <p>Many thanks to the students from UQ Masters programme, Matthew Cail, Jaki (GeeKee) Young and Matt Bailey, who have worked with me on this project.</p> <p>Aim to put a set of learning resources for the APS website that are available on demand.</p> <p>Needs Analysis was conducted – thanks to those who completed.</p> <p>Practice Guides – for members only – in depth update on specific areas eg change management, coaching – what are the current practices</p> <p>On-Demand Webinars – build from CPD events that have been delivered</p> <p>Information Sheets – discuss our work in plain English, tip sheet focus</p> <p>CPD on-the-Go (Active CPD) – providing access to current academic articles that</p> <p>Hope to have students be involved in the majority of the work, with guidance and direction provided by experienced members input, and together they can curate resources as national collaborative virtual teams. Hope to be able to recompense and reward involvement in the project development.</p> <p>An implementation plan has been developed and more information to follow during 2025.</p> <p>2. Indigenous Engagement Strategy for COP</p>	<p>Please get in touch with Tracy if you are interested in being involved in this project.</p>	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<p>Josh O'Neill (Bendi Lango Award Recipient)</p> <p>Developing indigenous strategy and engagement at a National level. Whilst we have 700 endorsed org psychs there are no endorsed indigenous org psychs. 1 graduate of the MOP Program, and Josh will soon graduate. We hope we can encourage more First Nations people into OP to service the growing demand. Historically, employment outcomes for First Nationals people have been poor and there is a lot that our OP knowledge base could do to help and a lot that we could learn from indigenous knowledges to address the gap and respond to the increasing demand from indigenous businesses.</p> <p>Additionally, recent changes to AHPRA competencies that requires us all to be able to provide cultural safety and culturally responsive services, in particular to First Nations people.</p> <p>As a profession, we definitely have some work to do in this area.</p> <p>We're fortunate to have Josh and one other graduate to help us and support us with this work so that we can be good allies to First Nations people, and we hope to encourage more First Nations people to join our fraternity of organisational psychologists.</p>		

	<p>Key Focus Area - Social Impact and Policy Advocacy Lead/s: Diya Dey</p> <p><i>Purpose: Ensure COP has a strong voice in representing our interests on major issues that benefit our members and the broader community.</i></p> <p>Many issues come across the desk with usually very little time to respond. We would like to encourage greater input into this area from our members. If you have some expertise and are interested to get involved please get in touch.</p> <p>Recent Activities: ANZSCO Classification Review – some years ago organisational psychology was classified under business rather than health. This impact of this has been Masters Programs in Org Psych are significantly more expensive than any other psych masters program, decreasing student numbers and has led to decreased MOP programs offered across the country (from 11 to 5 programs) over the last decade. Considerable work has been undertaken to realign org psych, position ourselves as proactive mental health workforce. With significant thanks to MOP Program Directors, and special thanks to Kirsten Way at UQ, significant data crunching led to a positive piece of advocacy, HODSPA endorsement of the new positioning and culminating in a recent meeting with the Minister for Education. The issue was duly acknowledged by the Ministers office and a review of course categories is expected to be undertaken by mid-2025.</p> <p>Our MOP students are under significant financial pressure and this change would result in much greater sustainability within our profession. We are optimistic there will be good news during 2025.</p> <p>Other current submissions:</p>		Diya Dey
--	---	--	----------

	<ul style="list-style-type: none"> • Public Consultation about the Autism Health and Mental Health Roadmap • SA Royal Commission Domestic, Family and Sexual Violence • Draft Position Statement: Supporting the mental health and wellbeing of gender diverse and transgender people (current) • Review of the Safety, Rehabilitation & Compensation Act 1988 Federal Legislation(current) <p>Also Advocacy around what our members need:</p> <p>APS and COP relationship – created an issues paper and presented to APS. Some of this has instigated the Consultation Survey, Leadership group.</p> <p>APS Rebrand – (currently on hold)</p> <p>More emphasis in next year on being proactive. Select 4-5 topics to focus our advocacy efforts, gather the evidence and research – establish expert reference groups to tap into the wider expertise across the membership to strengthen our responses.</p> <p>Key Focus Area – Sustainability & Growth Lead/s: Angela Haydon</p> <p>Two key purposes of this area:</p> <ol style="list-style-type: none"> 1 Increase the number of organisational psychologists that we have and create pathways to encourage people to follow this career path. 2 Then to convert those students following the OP career path into COP members to grow our membership base. 		
		Expressions of interest process to register and capture additional member expertise and interest to get involved in advocacy will be available early next year.	

Initiatives:***OPEGS group – Organisational Psychology Endorsement Group Supervision***

Program established to make it easier and more cost-effective for registrars to gain endorsement requirements by providing group supervision, access to a variety of different supervisors as secondary supervisors and to enhance their learning and build their competencies through a range of different experiences.

This program was piloted in South Australia, and this year the first pilot programme was fully completed, and was very successful. It's been so pleasing to see people coming through as endorsed organisational psychologists from that program. A formal evaluation is currently underway.

More exciting is that we have been able to roll this out nationally, with the help of our State Chairs and Reps, namely Tracy Martin, Matt Saxinger, Warrick Graco, Liz Payne and Ray Kuhnell, have been very instrumental in working together to bring this to a national programme.

So this is a program that is available to students to register nationally and therefore have access to supervisors nationally.

It's really exciting to see this programme take off and continue to grow and see more endorsed organisations into our profession.

APS Career Expos

We are also trying to tap into people in psychology undergraduate programmes to promote organisational psychology. APS do a number of career Expos across the country, and we've been making sure that we've had an on-site presence on those panels.

We want to achieve organisational psychologists are talking about the career pathways that we offer, which has resulted in some real interest from students as well.

Officially thanking all the members who've been on those panels across Australia earlier this year.

Board Approved Supervisor Training for Org Psychs

We also know that there is a need to increase our number of Board-approved supervisors in OP.

And whilst the APS does run Board-approved supervisor courses, we have been seeking to run courses tailored for organisational psychologists. We were able to achieve this in 2022, and we have budget approval to do it again in 2025.

So we're just working through logistics to continue to increase our number of Board-approved supervisors trained in an environment that's relevant to our profession.

Enhance our Member Value Proposition

A key factor is how we engage with our members.

The good news is our member numbers are growing, which is fantastic, and despite an overall trend of decrease in membership across the APS.

We also saw an increase in our members from the IOP conference.

The APS provided an incentive during the conference, offering free membership for the rest of this year's cycle to people who attended the conference.

The challenge for us is to now engage and retain our new members and work on our member value proposition, and there's a few ways that we'll be doing that.

Firstly: ensuring our COP members know what's actually available to them already that is offered by APS and that our members could potentially tap into more readily.

For example: The APS mentoring programme, and leadership development opportunities.

Understanding more about how we can translate current value more widely and ensure our COP members know what is available to them will be one of the pathways we will be exploring further.

We're also looking to engage more comprehensively with our early career professionals, and academic members, students to make sure that what we're offering is suitable to a broad range of our members.

COP Circle

We've just recently launched COP Circle - an online network or community of practise.

This initiative has been designed to be a member benefit in that it's only available to COP members.

It's an online forum where members can come together to discuss particular topics, talk about how they're putting evidence and research into practise, troubleshoot ideas, ask questions and build their networks nationally.

We had our very first Cop Circle event earlier this month (Nov 2024) following IOP where it was based around reflections from IOP and it was great to see a number of people come along who hadn't been to the conference and catch up on ideas.

We're really keen to learn and explore ideas – the next one coming up on the 4th of December with a focus on psychosocial risk.

Should be a great one to be involved with.

Membership Data and Trends

We are working actively to improve our data understanding and we are working closely with APS to track data and understand what our exiting members are saying?

What's attracting people?

Any information on why people stay, what they're looking for, what's their feedback on CBD events?

This ensures we can have more of a data driven approach to what we're doing and how we're engaging with our members and looking constantly at ways that we can

promote COP to increase that value proposition and grow our membership for the sustainably of the profession.

Key Focus Area – Brand & Communication
(Also holding the Early Career Rep role)

Lead/s: Matt Saxinger

It's a pleasure to be able to share all the great work that the committee does out to the membership, but out to the world as well.

Initiatives:

Brand Promotion

- Partnership with Flourish DX Consultancy at their Psych Health and Safety Conference held in Sydney mid-2024. Our members manned a stand for COP at the conference and cross promoted the IOP Conference in Perth held later in the year (Oct).
- 23rd World Congress on Safety and Health at Work – Sydney. Workshops by our members Diya Dey and Sam Popple were sold out, which is great to see uptake of our OP contribution.
- Internationally new partnership sharing with colleagues in Hong Kong , collaborating discussions with our European Association Work and Organisational psychology (EWOP), colleagues over in Europe; and the Alliance of Organisational Psychology – a global initiative.
- This year during IOP, we were very fortunate to have the Australian Journal of Management granting awards for best theses during 2024.

Early Career

- The above awards are great recognition for Early Career professionals to strive toward and gain recognition for their work.

- Last week (Nov 24) we conducted a national endorsement webinar for people thinking about becoming endorsed. With over 50 registered and 25 attended live with others having access to the recording on demand. These are good numbers and most indicated after the session that they were in that action stage or decision making stage of doing starting their endorsement as well.

Communication (See table in Appendix)

Social media: results are good with approx. 1800 followers on our social media page, an increase of 603 since this time last year.

We've had many page views and lots of unique visitors.

Key highlights are the amount of comments and reactions and impressions we've had across Sister Post itself.

Newsletters: We've had 7 newsletters which go out both via social media and to each members' email.

There are over 1000 subscribers there currently and over 5000 people have viewed those newsletters.

IOP Conference

Probably one of the most things I've enjoyed about the last few months regarding the conference and leading up to it, is the high level of activity on LinkedIn and sharing a lot of social media tiles to each of the presenters who then shared info about our upcoming conference.

It was very positive to see there was a lot of app mentions and posts about the conference before, but then also after it as well.

There was about 120 plus posts that mentioned the IOP 2024 conference, obviously talking more about organisational psychology, which is a great success to see our branding and name getting out to the wider community.

Key Focus Area – Research and Innovation

Lead/s: Dr Tim Bednall

The purpose of the research and innovation portfolio is to:

- bridge research and practise and to bring those two worlds together.
- facilitate the development of communities of practise around different contemporary topics such as neurodiversity in the workplace and hybrid work.
- create thought leadership

From a marketing and branding perspective, it's an opportunity for us to have a voice in terms of issues that may be on the minds of many organisational leaders and to be able to set ourselves up as experts in that space.

Hence the main set of activities that we've been doing around the research and innovation portfolio is what we refer to as the incubator series, which is basically a series of events that is attended by both academics and practitioners.

They're hybrid type events essentially with a series of presentations on a topic and, and then a series of practical activities that accompany those presentations.

The purpose of each one of those events is to create a thought leadership piece/document that can come out of the session.

In the past year we've run two of those events

- Managing neurodiversity in the workplace.

As a result of that event, an article was published in APS Insights, which is available for everyone to read.

And I'm assured by Katrina at APS that it's received a lot of interest.

This is a really great outcome.

- Hybrid work and employee well-being

This event was held recently, which is going to be released as a recording as well as a tip sheet early 2025.

These are great successes and the incubator series is planned to continue in 2025.

Key Focus Area – Stakeholders and Partnerships

Lead/s: Phil Slade

Two major highlights, one completed and a future project.

Creating partnerships has involved many small conversations and little nudges in order to be able to make the whole, the whole system work a little better. We have been working across many platforms.

The main focus has however been on is trying to find a partnership with another organisation that's going to have direct benefits to both membership groups.

Partnerships

After significant time and effort, we are gradually forging a relationship with the Governance Institute of Australia, which many of us have been invited onto in the past as as guest speakers at their conferences and other events.

The aim is to formalise this further. The Governance Institute of Australia has a membership around 35,000 board members, CEO and executives and, and high level managers.

This cohort of people and decision makers crosses over a lot with many of our workplace organisation psychologists, with the potential to create great opportunities for both organisations.

• The GIA is interested the development of coaching workshops. Results of their study of 35,000 members is that they are looking at developing coaching capacity, and are seeking capability in that area. A partnership arrangement would allow expertise into those areas with consequential benefits for our own membership.

- Psychometric Testing is another area of interest they have been involved in development – and seeking additional expertise.
- Workforce Survey conducted late 2023 and to be repeated could include more tailoring to their questions and participants to the survey.
- Micro credentialing is also on their agenda.

COP is able to draw on our expertise to that large and influential group within Australia on an ad hoc basis, and through small events and conferences – mutually beneficial to both organisations.

This initiative aligns with our strategic direction to become a large voice in this area, and the primary voice of psychology in Australia within workplaces.

There are other partnerships that we're working on, however our work with GIA has the potential to pave the way for other types of partnerships.

There are further details to be finalised, but it is very exciting developments thus far.

Workplace Survey

We're getting the community together now, getting the workshops together, getting the stakeholders all the lines that we can follow up and then develop a further report once completed and repeat the survey at regular intervals to create impact.

The impact of the report for the workplace survey is in increasing our identity within corporate Australia and to be a good promotion for what we do in a meaningful and valuable way.
More to follow in 2025.

SUMMARY

In terms of future focus, the National Committee held the annual of strategy day just before the IOP conference, and the committee agreed to focus on 4 key activities and to do less and do it better.

Whilst there is a significant amount of 'business as usual' tasks undertaken by the National Committee, major activities will focus on the following four projects.

2025 Initiatives:

1. The Future of Work Report – the results of the next workplace survey report, building on what was created last time and, improving it further. Following it up and leveraging that fully for the following 12-18 month, until the next version. This report addresses our brand, reputation, ability to demonstrate the place we hold in Australia in terms of the science practitioner model, use of evidence-based design, and also very practical in the information it provides to organisations and the community.

2. Learning Resources Project

Very capably led by Dr Tracy Martin, this amazing project is a significant initiative. Unfortunately, a lot of the APS output and learning resources aren't relevant for org psychs - typically too clinical or otherwise focused. Tracy and her team of students and stakeholders have done a great job of identifying the gaps and engaging with a number of people for input, and then

	<p>building relationships with the APS to get support for the project. We need to keep driving that further and Involve more people to help us, so please reach out if you are interested.</p> <p>This is an important project for us going forward.</p> <p>3. Indigenous Engagement Strategy</p> <p>The Indigenous Engagement Strategy is an area we've just embarked upon looking at and will be working on this. Its needs to be integrated to be part of what we do in the next year – its time to catch up because we really haven't done anything or very much at all in this space in a strategic way. So this will be an area of focus in the next year.</p> <p>4. Enhancing Member Value proposition</p> <p>Following from Angela's comments earlier. We want to grow our membership, but we want to make sure we truly provide value for money for our members. And we think we're getting better at it, but we've certainly got a way to go. So we're going to give that a priority focus for the next 12 months</p> <p>The above four areas will be our particular focus in the coming year.</p>		
2023-2024 Committee	<p>Now we want to focus on just some of the details of the committee and thank you's to outgoing committee members.</p> <p>Thank you to Shannon Butcher, Shannon Roberts-Gibbs who served on the committee during the year. Particular thank you's to Dr Tim Bednall and Dr Warwick Graco who are both stepping down from the COP National Committee at this election. Their long volunteer service and significant contribution to the College has been highly valued and is gratefully acknowledged.</p>		Hayden Fricke

2024-2025 Committee Nominations & Changes	2024-2025 Committee – nominations <ul style="list-style-type: none"> • Angela Haydon – Chair-Elect • Georgena Watt - Secretary • Tracy Martin – Chair – Continuing Professional Development (CPD) Subcommittee • Nayoung Choi – Student Representative • David Paterson – Committee member • Jo Wintle – Committee member • Matt Henricks – Committee member • Katherine Turner – Tasmania Representative <p>No elections were required. All nominations elected unopposed.</p> <p>Welcome to all new and returning members of the Committee.</p>		Hayden Fricke
CONGRATULATIONS!	<p>Congratulations to all our Award recipients on behalf of all of the membership of the College of Organisational Psychologists.</p> <p>Elton Mayo Award Winner: Dr Gavin Didsbury (Awarded every two years)</p> <p>Postgraduate Award Winners 2023-2024</p> <p>University of Queensland 2023: Alanah Clark 2024: Zihua (Rebecca) Wang</p>		

Macquarie University:
2023: Tanna Goldberg
2024: Charlotte Jackson

Deakin University
2023: Madeline Buhagiar
2024: Irene Walsh

University of Adelaide
2023: Dr Andrew Reeves
2024: Nina Marshall

University of Western Australia
2023: Bridget Hanavan
2024: Georgia Humphry

Australian Journal of Management Award Recipient:
At the Australian Industrial & Organizational Psychology conference,
the Australian Journal Of Management sponsored an award for the
conference theme 'Transforming the World of Work'.

Congratulations to the award winner 'Safety Storytelling by Leaders:
Story and Presentation Attributes That Make This Effective' authored
by @PatrickBenetti, @LisetteKanse, @LauraFruhen,
@KatharineParkes & @EmmaStepheson. This paper highlighted the
how well-being and hashtag#IOP is critical in transforming work. The
paper showcased hashtag#EngagedResearch and meticulous attention
to mixed research methods.

	<p>The conference was filled with quality research, so two finalists were also named.</p> <ul style="list-style-type: none"> · ‘Are working hour reductions beneficial for mental health?’ authored by Jessica Strudwick, Harivardhni Murugesan, Niklas Steffens, Kim Peters, Ilke Inceoglu, Anthony LaMontagne & Timothy Ballard. · ‘The Benefits of Focus-Free (vs. Focused Breathing) Work Breaks for Creativity’ authored by Gillian Yeo, Nicole Celestine, Anna Gödöllei, Dilkash Parabia, Shaun Dalmasson, Emma Stephenson & Jenny Hoffman 		
Progress Report: Strategic Plan 2022-2025 Update	The national committee have participated in a Strategic Planning day today to review our Strategic Plan developed in May 2022. This document is fluid and can be agile to reflect emerging priorities or concerns.	Call to Action: Members are welcome to provide further feedback on the Strategic Plan draft.	
16th Industrial and Organisational Psychology Conference	Save the Date: Next conference dates and locations to be announced in due course.		
Other Business	Communication For Members:		

	<ul style="list-style-type: none"> • APS PsyCommunity • LinkedIn-College of Organisational Psychologists • Facebook group. • LinkedIn – State LinkedIn pages <p><i>For the Public:</i></p> <ul style="list-style-type: none"> • LinkedIn - Psychology Put to Work <p>Further updates on Comms options are under review as part of the ongoing APS digital transformation major project.</p>		
	<p>Closing Comments: As always, our aim is to stay focused on moving forward for our members. Thank you very much for your attendance online tonight.</p>	<p>Call to action to members: Members are most welcome and encouraged to become involved in COP. Please contact apscopncsecretary@gmail.com with any queries.</p>	<p>Hayden Fricke</p>
Motions raised	No motions raised		
Meeting closed	Next AGM will be announced in 2025		<p>Georgena Watt Secretary</p>

APS COLLEGE OF ORGANISATIONAL PSYCHOLOGISTS NATIONAL COMMITTEE				@ 30Nov2024	
COMMITTEE POSITIONS		Strategic Key Focus Area Leads		STATE CHAIRS	
Chair	Hayden Fricke	Lead – Social Impact & Advocacy	Diya Dey	State Chair – Qld	Tracy Martin
Chair- Elect	Angela Haydon	Lead – Stakeholders & Partnerships	Phil Slade	State Chair – NSW/ACT	Liz Payne
Secretary	Georgena Watt	Lead – Research & Innovation	Vacant	State Chair – Vic	Ray Kuhnell
Treasurer	Vicki Kavadas	Lead – Communication & Brand	Matt Saxinger	State Chair – SA	Jamie Auton
Early Career Rep	Vacant	Lead – Capability / Chair CPD	Tracy Martin	State Chair - WA	Pauline Willis
Student Rep / Minute Secretary	Nayoung Choi	Lead – Sustainability & Growth	Vacant	Rep – Tas	Katherine Turner
Committee member/s:	Portfolios tbc: David Paterson, Jo Wintle, Matt Henricks			16th IOP CONFERENCE: Date and Location tbc	
				Co-Chairs	TBA

Appendix A – AGM Attendees:

20 NOV 2024								
COP	AGM							
1	Georgena	Watt	24	Gina	McCredie	47	Warwick	Graco
2	Joseph	Phiddian	25	Francie	Doolan	48	Nayoung	Choi
3	Matthew	Saxinger	26	Melissa	McColough	49	Timothy	Bednall
4	Hayley	Lokan	27	Devin	Lam	50	Angela	Haydon
5	Drew	Tatnell	28	Sarah	Watson			
6	Joanne	Earl	29	Karl	Wiener			
7	Romina	Draper	30	Katharine	Turner			
8	Helen	Lea	31	Richard	Kasperczyk			
9	Kyle	Laing	32	Luke	Bolt			
10	Julie	West	33	Josephine	Wintle			
11	Hayden	Fricke	34	Katherine	Juniper			
12	Tracy	Martin	35	Hannah	Singer			
13	John	Alder	36	Susanna	Ianni			
14	Katherine	Botha	37	Jaime	Auton			
15	Draga	Jevtic	38	Diya	Dey			
16	Bruce	Crowe	39	Tony	Machin			
17	Julia	Woodside	40	Vicki	Kavadas			
18	Samantha	Bala	41	Peter	Macqueen			
19	Damian	Cotchett	42	Amy	Henderson			
20	Leanne	Habeeb	43	David	Heap			
21	David	Paterson	44	Philip	Slade			
22	Brenda	Lucardie	45	Liz	Pritchard			
23	Joy	Ho	46	Pauline	Willis			

COP AGM - 2024

Slide Presentation



APS College of Organisational Psychologists

ANNUAL GENERAL MEETING 20 Nov 2024



APS

Australian
Psychological
Society

College of
Organisational
Psychologists

Psychology Put To Work

Acknowledgment of Country

The College of Organisational Psychologists (COP) acknowledges the Traditional Owners and their custodianship of the lands on which we meet.



Agenda

1. Welcome
2. Apologies and confirmation of the Minutes of the previous Annual General Meeting
3. Highlights for 2023-2024
4. Reports from Office Bearers
 - Progress on COP 2022-2025 Strategic Roadmap
5. Results of elections/announcement of new Committee appointments
6. Other Business
7. Q&A
8. Close

Apologies

- Matthew Neale
- Heather Ikin

Confirmation of previous minutes

- Business arising

Update from the APS AGM

- New President – Dr Sara Quinn
- New Board Member for Colleges (non-clinical) - Kathryn Kallady from the College of Education and Developmental Psychology.

Highlights of 2023/2024

- Endorsement supervision support program (OPEGS)
- Move from Associate to Registered Member International Alliance of OP Societies
- Inaugural COP National Workforce Survey
- Ongoing CPD
- Growing social media presence
- Student and Elton Mayo Career Awards
- IOP 2024 Perth Conference

Conference Wrap

15th Industrial and Organisational Psychology Conference

24-26 October 2024

Perth, WA

Transforming the World of Work

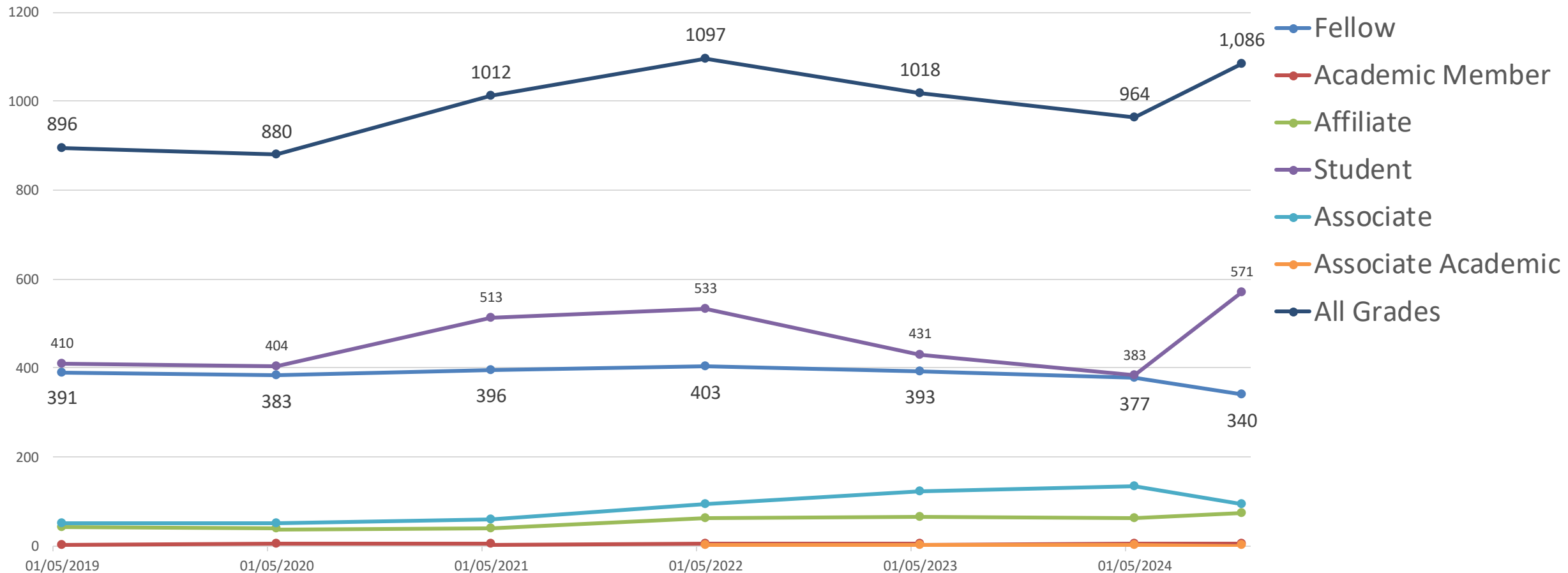
Reports from Office Bearers

- Chair
- Treasurer
- Key Focus Area Leads:
 - Capability
 - Social Impact & Advocacy
 - Sustainability and Growth
 - Branding
 - Stakeholders and Partnerships
 - Research & Innovation

COP Membership (Nov 2024)

College Grade	NSW	VIC	QLD	SA	WA	ACT	NT	TAS	Overseas	TOTAL
Fellow	109	112	44	42	16	12	0	3	2	340
Student	167	167	110	48	48	16	9	5	1	571
Associate	22	18	24	13	10	4	1	0	2	94
Affiliate	23	22	12	8	5	1	1	2	0	74
Academic Member	3	2	0	0	1	0	0	0	0	6
Associate Academic	1	0	0	0	0	0	0	0	0	1
Grand Total	325	321	190	111	80	33	11	10	5	1,086

COP Membership Trends, 2019-24



Financial Report

COP National T.Y vs L.Y Comparison			
	Old Funding Model	Revised Funding Model	
	May YTD	May YTD	% diff
	2023	2024	
APS Allocation		\$5,000.00	
Income			
Workshop Income	\$7,231.03	\$1,449.32	
Conference Net Result	\$26,544.60	0	
Total Income	\$33,785.63	\$1,449.32	-95.71%
Expenses			
Awards	(-\$2,281.23)	(-\$250.00)	
Workshop expenses (including speaker fees)	(-\$2852.73)	(-\$0)	
Special Projects	(-\$16,112.50)	(-\$21,225.00)	
Committee expenses	(-\$4,012.10)	(-\$11,440.13)	
Wages/Overheads – Internal APS	(-\$9,464.21)	\$0.00	
Total Expenses	(-\$34,722.77)	(-\$32,915.13)	-5.21%
	Closing Balance 31st of May 2023		
	\$207,099.26		

Financial Report

	COP NAT	COP STATES: NSW, VIC, QLD, SA, WA
	Jun YTD	Jun YTD
	2024	2024
APS Allocation	\$5,000.00	
Income		
Workshop Income	\$1,926.56	\$17,582.82
Conference Net Result	\$0.00	\$0.00
Total Income	\$1,926.56	\$17,582.82
Expenses		
Awards	(-\$250.00)	\$0.00
Workshop expenses (including speaker fees)	\$0.00	(-\$13,297.92)
Special Projects	(-\$21,225.00)	\$0.00
Committee expenses	(-\$11,440.13)	(-\$1153.68)
Wages/Overheads – Internal APS	(-\$6708.96)	\$0.00
Total Expenses	(-\$39,624.09)	(-\$14,452.60)

**APS College
of
Organisational Psychologists
2022-25 Strategic Plan**

2024 Update

Purpose

Why we exist?

*Together we transform
the world of work by
enabling an engaged and
influential profession*

Vision

Where are we going?



***To be the leading voice on
thriving, mentally healthy people
and workplaces***

Key Focus Areas (KFAs)



Capability

Leads: Warwick Graco/ Tracy Martin

Purpose: To co-ordinate and collaborate with State Committees to deliver a CPD program that meets current and emerging professional development needs.

National	NSW	Qld	Sth Aust	Vic
[🔊] The intersection of hybrid work and employee wellbeing , 09/24 (V)	Some Recent Developments with Assessments of the Big 5 Personality Factors 05/24 (V)	Safety by Nature or Design, 11/23 (V)	Mentoring in Practice Workshop, 11/23 (F2F) End of Year Networking Event, 12/23 (F2F)	[🔊] Managing a Neurodiverse Workforce, 10/23 (F2F)
Planning Your Career: Endorsement and Beyond, 11/24 (V)	What does it mean to be an Organisational Psychologist Today and in the Future? 06/24 (F2F)	Reflections & Networking, 12/23 (F2F)	Student Speed Networking Event for Aspiring Organisational Psychologists, 03/24 (F2F)	Networking Event, 03/24 (F2F)
WA	Networking Event 09/24 (F2F)	Research Showcase, 2/24 (H)	AGM, 04/24 (F2F) Information Session – SA Organisational Psychology Community of Practice, 05/24 (V)	Applying Human Factors to Improve Physical and Workplace Design, 07/24 (F2F)
Psychology in Cybersecurity: Key skills and services, 11/23 (F2F)	End of Year Celebration 11/24 (F2F)	Entrepreneurship in Organisational Psychology, 6/24 (H)	Psychosocial Safety Webinar, 07/24 (V)	
[🔊] Incubator event, (V) virtual, (H) Hybrid, (F2F) In person		Early Career Networking, 10/24 (F2F)	COP Circle, 11/24, 12/24 (V) Endorsement Supervision Series; 09/23, 10/23, 11/23, 02/24, 03/24, 05/24, 06/24 (F2F)	

COP Learning Resources Project

Purpose:

- Deliver a set of org psych relevant learning resources available on demand through the APS Website.

Approach:

- Draw on students and experts for content
- National virtual team, collaborate via PsyCommunity
- Recognise and reward contribution
- Publish in collaboration with APS Education Team

Progress

- Examples and guidelines in development
- Majority of delivery in 2025

Next steps:

- Get involved! Email tracy@futurechange.com.au



Practice Guides

Member only



On Demand Webinars (Active CPD)

Member discount



Information Sheets

Public Access



CPD-on-the Go (Active CPD)

Member Discount

Indigenous Engagement Strategy for COP

by Josh O'Neill

CURRENT STATE

Current APS Offerings

- APS Bendi Lango Bursary (and other scholarships)
- ATSIPP Indigenous Student Conference Attendance Award
- APS Ethical Guidelines for working with Aboriginal and/or Torres Strait Islander people
- Reconciliation Action Plan (2014)
- Doing Reconciliation Locally - RAP Implementation Tips for Member Groups (2014)
- Articles in InPsych

Workforce Snapshot

- Overall in psychology, there is **46** non-Indigenous Psychologists to every **1** Indigenous Psychologist.
- In Org Psych however, there is **698** non-Indigenous Organisational Psychologists to **1** Indigenous Psychologist who has graduated from a MOP program.
- **0** Endorsed Indigenous Organisational Psychologists
- Whereas medicine **exceeded population parity** for the number of Indigenous students enrolled in medical school in 2024.

EMERGING STATE

Our destiny is in our own hands with consideration of the current and emerging landscape.

Policy Changes:

- Recent changes to AHPRA professional competencies for Psychologists (effective from December 2025). Inclusion of:
 - Providing a cultural safe and cultural responsiveness service

Need for Org Psychs to Help the Community:

- Employment gap has barely changed in 10 years
- Indigenous employees have poorer organisational outcomes (i.e. higher rates of burnout, chronic illness and turnover) compared to their non-Indigenous colleagues.

Increasing Demand:

- Indigenous business are growing 8.29% year-on-year
 - This is now a \$10 billion industry
- Anecdotally there is growing interest in this area

(PsychBA, 2024)
(Deroy & Schutze, 2019)

Social Impact & Advocacy

Diya Dey

Purpose: Ensure COP has a strong voice in representing our interests on major issues that benefit our members and our stakeholders within the broader community.

We do this by.....

- Providing policy advocacy through the APS
- Consultation with members on policy inputs (via PsyCommunity announcements)
- Highlighting emerging areas of interest
- Liaising with other functions on emerging areas of interest
- Communicating and promoting visibility of the COP's position
- **New directions – involving you**
 - 4 to 5 core issues (proactive voice)
 - Access evidence and research from students and academics
 - Establish Expert Reference Groups (database of members to draw on)
 - Outputs published through APS Resources, The Conversation, LinkedIn posts, etc.

Recent activities.....

- **Advocacy**
 - ANZSCO Classification Review
 - CSP Funding Equity (proactive advocacy)
 - Public Consultation about the Autism Health and Mental Health Roadmap
 - SA Royal Commission Domestic, Family and Sexual Violence
 - Draft Position Statement: Supporting the mental health and wellbeing of gender diverse and transgender people (current)
 - Review of the Safety, Rehabilitation & Compensation Act 1988 (current)
- **Advice and member voice**
 - Shifting the dial – APS and COP relationship
 - APS rebrand and consultation
 - Educational pathways input (APS internal)
- **Initiatives**
 - Learning resources project (adding member value)

Sustainability and Growth

Angela Haydon

Purpose: Increasing membership from all Organisational Psychologists and enhancing the capability of those members will drive up the quality and impact of our profession across the board.

Recent and Upcoming Activities

- Expansion of the Organisational Psychology Endorsement Group Supervision (OPEGS)
- APS Careers Expos – promoting Organisational Psychology to students
- Planning for Board Approved Supervisor training programs relevant to Organisational Psychology to increase and maintain our Board Approved Supervisors
- Enhance our member value proposition
- COP Circle – connecting Organisational Psychology Professionals (next one 4th Dec)
- Monitoring membership data and trends and using this to inform actions
- Actively promoting COP to gain new members

Purpose: Share all the great work COP is doing to members and the general public. Increase the awareness and demand for Organisational Psychologists amongst business and government by enhancing the profile, reputation and influence of Organisational Psychologists.

- Brand/Relationships
- Conference – Psych Health & Safety
 - Partnered with FlourishDX
 - 23rd World Congress on Safety & Health at Work
 - Sold out Workshop
 - Hong Kong Division of Industrial-Organizational Psychology (DIOP)
 - New relationship has been forged with our colleagues
 - EAWOP Colleagues
 - Discussing collaboration
 - Australian Journal of Management
 - Awards for the best theses presented at IOP2024

- Early Career
- National Endorsement Webinar
 - Postgraduate Awards
 - 10 winners

Communication – Social Media (last 365 days)			
Follower Highlightsa			
1,810		603	
Total Followers		New follower in the last 365 days	
Visitor Highlights			
2,035		957	
Page Views		Unique Visitors	
Highlights			
73,781	1,519	110	72
Impressions	Reactions	Comments	Reposts
COP Newsletters – 7			
1,123	10,633	248	5,040
Subscribers	Impressions	Engagements	Article views
Posts & Mentions			
80+	100+	120+	
Posts	@mentions Pre IOP2024	@mentions Post IOP2024	

Purpose: Enable thought leadership opportunities

Recent Activities

- An 'incubator series' concept has been developed and is proposed to commence later this year
- Topics will reflect contemporary workplace issues that have received widespread attention and is relevant to organisational psychology
- Two *incubator events* have been hosted:
 - *30 October 2023: Managing a Neurodiverse Workforce - Practical Strategies to Improve Inclusion (Victorian event)*
 - *25 September 2024: The intersection of hybrid work and employee wellbeing (National Event)*
- Thought leadership outcomes:
 - Managing a Neurodiverse Workforce article (<https://psychology.org.au/insights/managing-a-neurodiverse-workforce>)
 - A recording and tip sheet for hybrid work will be released

Stakeholders and Partnerships

Phil Slade

Purpose: Identify relevant and meaningful stakeholders and partners, and develop and implement an ongoing engagement plan

Highlights

- Forging a new partnership with the Governance Institute of Australia
 - Coaching workshops and micro credentialling
 - Psychometric testing
 - Workforce survey partnerships
 - Dual benefit for respective members (i.e. fostering high value networks and business development opportunities)
- Workplace Survey
 - Curation of questions set
 - Establishment of working group
 - Facilitation of feedback sessions

Future Focus



Future of Work Report



Learning Resources Project



Indigenous Engagement
Strategy



Enhancing our Member
Value Proposition

Thank You

2023 – 2024 Exiting Committee Members

Shannon Butcher

Shannon Roberts-Gibbs

Dr Tim Bednall

Dr Warwick Graco

2024-2025 National Committee

National Committee Nominations

Welcome to returning
and new members for
2024-2026:

Angela Haydon	• Chair-Elect
Georgena Watt	• Secretary
Tracy Martin	• Lead, Capability
Nayoung Choi	• Student Rep
Katherine Turner	• Tasmanian Rep
Matt Henrick	• Committee member
David Paterson	• Committee member
Jo Wintle	• Committee member

...thank you to the 2023-2024 National Committee



L to R: Diya Dey, Tracy Martin, Vicki Kavadas, Hayden Fricke, Nayoung Choi, Angela Haydon, Phil Slade, Liz Payne, Tim Bednall, Georgena Watt, Pat Dunlop, Ray Kuhnell, Matt Saxinger, plus Warwick Graco and Pauline Willis (via Zoom) and Liz Pritchard and Jamie Auton (apology).

Our Objectives for COP

- For the Australian Organisational Psychology community to feel a strong sense of belonging

AND

- To enhance our collective brand, reputation and profile

Keep up to date...

Communication Channels Now
For Members:

- [APS PsyCommunity](#)
- LinkedIn-[College of Organisational Psychologists](#)
- [Facebook group](#).
- LinkedIn – State LinkedIn pages

For the Public:

- LinkedIn - [Psychology Put to Work](#)



Other Business

College Website and Digital Transformation

- Psychology Australia Branding is on hold
- New College website pages will be available by early next year
- Increased brand and representation opportunities for Organisational Psychology within the new APS website

Other Business

Questions?